



DEPARTMENT OF EDUCATION

P.O. BOX 83720
BOISE, IDAHO 83720-0027

DR. MARILYN HOWARD
STATE SUPERINTENDENT
PUBLIC INSTRUCTION

APPLICATION FOR EARLY RETIREMENT INCENTIVE

Return no later than **April 1, 2005** to: Public School Finance, P.O. Box 83720, Boise, Idaho 83720-0027

Proof of age must accompany this application (e.g. copy of birth certificate, Idaho driver license, passport)
(Idaho Code Section 33-1004G)

Name: _____ Phone No.: _____

(Please type or print)

Mailing address _____

Street Address or P.O. Box No.

City

State

Zip Code

SS#: _____ - _____ Birth Date: _____ Current District: _____

I agree that

- I am currently working under contract for an Idaho Public School District for the **entire** 2004-2005 school year in a certified instructional position. Administrative staff are excluded from participation in the program.
- I will complete my 2004-2005 contract.
- I am eligible to be offered a contract for the 2005-2006 school year.
- Prior to April 1, 2005, I have **completed** a minimum of ten (10) continuous full-time years as a certified employee with an Idaho Public School District (do not count the current school year).
- On April 1, 2005, I am **not eligible** to begin receiving retirement benefits (service retirement, early retirement or disability retirement) from the Public Employee Retirement System of Idaho (PERSI).
Note: this generally means that you have not met the "rule of 90".
- Prior to September 1, 2005, I will be between the ages of 55 and 62.

I further agree that

- If I take this one time lump-sum payment, I will **not** come back to work for an Idaho Public School District where such employment would qualify me for participation in PERSI.
- If I choose to withdraw my application, I will notify the State Department of Education in **writing** no later than June 20, 2005.

Please provide dates of **continuous** full-time employment in Idaho public school district(s) grades K-12 in the space provided below, beginning with most recent experience:

District: _____ From: _____ To: _____

District: _____ From: _____ To: _____

District: _____ From: _____ To: _____

I certify the above information is correct and that I have met all the necessary criteria to participate in the early retirement incentive program per Idaho Code section 33-1004G (see back of this form). I understand by receiving the early retirement incentive payment that I will not be eligible for future employment with an Idaho school district where such employment would qualify me to participate in the state retirement system.

Signature: _____ Date: _____

NOTARY PUBLIC:

STATE OF _____

ss:

COUNTY OF _____

On the _____ day of _____, 2005, before me came, _____

(Name of Applicant)

known to me to be the individual described herein and who executed the foregoing instrument and acknowledged that he/she executed the same.

Notary Public
(Affix stamp and seal)

RETURN TO:

PUBLIC SCHOOL FINANCE
IDAHO DEPARTMENT OF EDUCATION
P. O. BOX 83720
BOISE, IDAHO 83720-0027

APPLICATION **MUST** BE POSTMARKED
NO LATER THAN **APRIL 1, 2005**

IDAHO CODE SECTION 33-1004G. EARLY RETIREMENT INCENTIVE

- (1) Each certificated employee of an Idaho public school district as defined in section 33-1001 16., Idaho Code, is eligible for an early retirement incentive, provided they meet the following criteria:
 - (a) The employee has completed a minimum of ten (10) years of continuous full-time certified employment, which may include time spent on a sabbatical leave, in Idaho public school districts at the time of application.
 - (b) The employee is not eligible for unretduced service, early or disability retirement from the public employee retirement system of Idaho at the time of application.
 - (c) The employee is fifty-five (55) years old before September 1 of the year the application is made; provided that persons turning fifty-six (56) years old or greater between August 15 and 31, 2000 will be eligible to receive the retirement incentive option percentage provided in this section that reflects their age on August 15, 2000.
 - (d) The employee submits his/her application to the state superintendent of public instruction on or before April 1 of the year of application.
 - (e) The employee is contracted with an Idaho public school district for the entire school year during the year of application and has not been terminated or on a leave of absence for the current or upcoming school year.
 - (2) (a) Full-time qualifying applicants shall receive as a one (1) time incentive the following amount of the employee's qualifying salary allocation as provided in section 33-1004E, Idaho Code
 - at 55 years of age 55% of allocation
 - at 56 years of age 50% of allocation
 - at 57 years of age 45% of allocation
 - at 58 years of age 40% of allocation
 - at 59 years of age 30% of allocation
 - at 60 years of age 30% of allocation
 - at 61 years of age 20% of allocation
 - at 62 years of age 20% of allocation
 - at 63 years of age and over 0% of allocation
 - (b) Certified employees working less than full-time in the application year will have the incentive payment prorated according to their full-time equivalent (FTE) percentage.
 - (c) Incentive payments for certified employees not placed on the experience and education multiplier table as provided in section 33-1004A, Idaho Code, will be calculated using the BA column of the table.
- (3) Incentives and the employer's share of FICA benefits shall be paid by the state department of education to the Idaho public school district with which the applicant was last contracted on or before July 31 of the year of application and acceptance.
 - (4) Incentives shall be considered additional compensation flowing from the employment relationship and subject to federal and state tax laws. Incentives shall not be considered salary for purposes of the public employee retirement system.
 - (5) Any employee receiving an early retirement incentive as provided in this section shall not be eligible for future employment with an Idaho school district where such employment would again qualify him/her for participation in the state retirement system.
 - (6) Any applicant choosing to withdraw their application must notify the state superintendent of public instruction in writing no later than June 20 in the year of application.
 - (7) A special application of the early retirement incentive shall supercede the limitations of this section to the extent necessary to comply with this subsection. An otherwise qualified certificated employee who becomes medically unable to work prior to July 1 of any year shall be eligible to apply for the early retirement incentive for which the employee would have been eligible retroactive to April 1.
 - (8) Administrative staff shall not be allowed to participate in the early retirement incentive program as provided in this section and such staff are hereby excluded from participation in the program.

RETIREMENT FROM THE PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO
(excerpts from PERSI Member Handbook, Revised 10-1-2000; see handbook for more information)

RETIREMENT ELIGIBILITY: When you are eligible to retire depends on how many months of credited service you have, your age and whether you are a general member, a police officer/PERSI firefighter, a member with mixed service, or an elected or appointed official. There are several types of retirement, each with its own requirements for eligibility. *See PERSI handbook, page 14.*

SERVICE RETIREMENT: Service Retirement Age is the age at which you may retire with an unretduced benefit. You may take service retirement if you 1) end employment on or after reaching Service Retirement Age of age 65, AND have 60 months of service, OR 2) have 60 months of service AND end employment before reaching Service Retirement Age and defer drawing your pension until you reach Service Retirement Age. *See PERSI handbook, page 14.*

EARLY RETIREMENT: You may retire early (before reaching Service Retirement Age) if you 1) end employment before Service Retirement Age and you meet the minimum age requirement, AND 2) have at least 60 months of service. You may take early retirement with an unretduced allowance if you are vested, meet the minimum age requirement and the requirements of the Rule of 80/90. Rule of 80/90 – you may receive an unretduced retirement allowance if your years of service, plus your age equal 90 (General Members) or 80 (Police Officer/PERSI Firefighters). *See PERSI handbook, page 17.*

HOW THE ONE TIME EARLY RETIREMENT INCENTIVE PAYMENT IS CALCULATED:

Base Salary (I.C. 33-1004E) *times* the Experience and Education Index (I.C. 33-1004A) *times* the percentile allocation according to the applicants age (I.C. 33-1004G (2)(a)) *times* the percentage of applicant’s full-time equivalent (FTE) during the application year (I.C. 33-1004G (2)(b)).

Simplified: A one time lump-sum payment (taxable income) = “*base salary x index x % according to age x FTE*”

WHO TO CONTACT IF YOU HAVE QUESTIONS:

- Your district office or representative
- State Department of Education, Public School Finance (208) 332-6840
- Your PERSI representative or on the web at <http://www.persi.state.id.us>
 - Boise (208) 334-3365 or 1-800-451-8228
 - Coeur d’Alene (208) 769-1474 or 1-800-962-8228
 - Pocatello (208) 236-6225 or 1-800-762-8228